



MINUTES

**Elected Officers Compensation Commission
Thursday, March 5, 2015 @ 12:30 p.m.
City Hall, City Council Conference Room, 10th Floor**

CALL TO ORDER

The meeting called to order at 12:30 p.m.

ROLL CALL

Cassie Alley, Member
Catherine Groll, Member-excused
Samantha Harkins, Member
Brian Huggler, Member
Liisa Speaker, Member
Edwina Marshall, Member -excused
Kurt Berryman, Member

OTHERS PRESENT

Sherrie Boak, Council Staff
Don Kulhanek, Assistant City Attorney
Julie Argueos, City Attorney Office
Eric Lacy, LSJ

EXCUSED ABSENCE

MOTION BY HARKINS, SUPPORTED BY ALLEY TO EXCUSE COMMISSION MEMBER MARSHALL AND COMMISSION MEMBER GROLL. MOTION CARRIED 5-0.

APPROVAL OF MINUTES

MOTION BY COMMISSION MEMBER BERRYMAN, SUPPORTED BY COMMISSION MEMBER HARKINS TO APPROVE THE MINUTES FROM FEBRUARY 23, 2015 AS PRESENTED.
MOTION CARRIED 5-0.

APPROVAL OF AGENDA

MOTION BY COMMISSION MEMBER ALLEY, SUPPORTED BY COMMISSION MEMBER HARKINS TO APPROVE THE AGENDA AS PRESENTED. MOTION CARRIED 5-0.

COMMUNICATIONS

No Communications

BUSINESS

Reports, Presentations, Commission Questions and Discussions

Commission Member Huggler referenced the handout from HR that noted the highest compensated 6 City employees. Then the handout from HR and payroll depicting Wage & Salary Adjustments for 2001-2019 for unions, executive management, mayoral and non-bargaining units were reviewed by the Commission. Questions were answered by Mr. Kulhanek. The Commission noted employees had furlough days, then pay increases, and some had signing bonuses each year. The furlough started in 2008 ending in 2013. There is nothing regarding benefits on the spreadsheet. Commission Member Huggler stated the bottom line was that while the salary of elected officials did not change, the spreadsheets shows other city employees did have increases. The municipal comparison spreadsheets were reviewed next, noting that Dearborn and Royal Oak were updated since the last meeting on Feb. 23, 2015. The Commission determined that Dearborn, Flint, Rochester Hills, and Warren are comparable to what we have. The report show that the salary ranges for those areas range for the Mayor as low of \$102,000 and as high as \$131, 000 for Dearborn; for Clerk from \$33,000 in Rochester to over \$93,000 at Rochester Hills. Commission Member Alley referenced the Wage & Salary union breakdown, noting that non-supervisory had a 26.15% increase, and 19.5% teamsters, and 19.9% for UAW all from 2001 to 2019 time frame on the spreadsheet. It was noted there was nothing lower than 19%.

Council Staff detailed the 2005 recommendation and fringe benefits, and the 2007 recommendation and fringe benefits where it was noted the City Clerk received a fringe benefit of a vehicle along with the Mayor, and then was noted in 2007 only the Mayor received that fringe benefit. This was brought to Council Staff attention prior to the meeting by the City Clerk to present to the Commission.

Mr. Kulhanek noted the current City Clerk took office on January 1, in 2006. Mr. Kulhanek also confirmed, per the Commission request, that the Mayor currently does have a City car.

The Commission lead their discussions into an earlier consensus that the Commission had that there would be increases for all the elected officials and the decisions at this meeting would be the amount of increase for the next two years.

Commission Member Alley made a suggestion of 10% each year. Commission Speaker suggested addressing the increase in one year, to address any political pressure. Commission Member Huggler noted that based on information the Commission was given, and items put together to justify, the Commission has determined the City elected officials are underpaid, especially compared to what is around the State. Commission Member Harkins agreed with Commission Member Alley to split up the increase for better understanding, but also agreed with a one-time increase to deflate any political feed back. Commission Member Speaker informed the Commission she had spoken to three different officers, and there are legitimate concerns with how to approach the political pressure if it was drawn out over two years, but agreed that what the Commission agreed was the best way. Commission Member Berryman noted that if the Commission staggers the increase over two years, then the next Commission will be in a situation where they will know they just got an increase. In this case we have not kept up with the cost of living, and the comparisons. The regular employees have kept up with inflation, and so with the increases the elected officials will be making up with lost wages. Commission Member Huggler agreed with the other members that the elected officials need an increase, just had questions about the percentage. Commission Member Harkins suggested 20% as justifiable for the Mayor and Clerk, however Council is less justifiable, but would recommend a significant increase. Commission Member Speaker noted an instinct to be less for Council, and Commission Member Harkins added that compared to other Councils, Lansing

Council is comparable, however no increase in 14 years. The Commission noted that the increase might be more acceptable if it is done across the board. Commission Member Huggler reminded the Commission of the meeting when Council Member Wood attended and made them aware of how the Lansing Council are deeply engaged into their community, and not just Council meetings. The impression was given that Lansing Council is engaged more in their neighborhoods than other Council in other towns.

Commission Member asked if the Commission was in consensus that all elected officials should receive a 20% across the board. The Commission was in consensus they should. The Commission then discussed if the increase should be done over 2 years or all at once. It was determined to be done over two years.

The Commission agreed to not address any fringe benefits since they are recommending a 20% increase across the board. The issue noted earlier about the vehicle for the City Clerk was determined not to be discussed since during the 2005 recommendation the current clerk was not in office, and in 2007 it was removed. The Commission asked to know what the cost of the Mayor's car is before making any further decisions. Mr. Kulhanek noted that any employee that travels for city business can be reimbursed for their mileage.

Council Member Speaker asked Council staff to update the Elected Officials yearly spreadsheet to note the fringe benefit of a vehicle.

Old Business

No old business to discuss.

New Business

No new business to discuss.

Mr. Kulhanek detailed the process the Commission needs to address, including reviewing the draft recommendation letter presented to them and filling in the blanks. Any recommendation needs to be in dollar amounts not percentage, and once determined each increase will need their own motion with a roll call vote.

The Commission made an amendment to page 3, third paragraph, removing "*The Mayor is increased to \$_____ in 2015 and \$_____ in 2016, City Council President to \$_____ in 2015 and \$_____ in 2016, City Council Vice President to \$_____ in 2015 and \$_____ in 2016, City Council Member to \$_____ in 2015 and \$_____ in 2016, and City Clerk to \$_____ in 2015 and \$_____ in 2015.*" Since it is noted in the following table under RECOMMENDATION. Remove the column "July 1, 2016" since it will be increased in one year, 2015.

The Commission inserted the following amounts in the blanks under RECOMMENDATION; Salaries:

Mayor: \$128,400.00

Clerk: \$87,066.00

Council President: \$26,640.00

Council Vice President: \$25,140

Councilmember: \$24,240.00

MOTION BY COMMISSION MEMBER HARKINS SUPPORTED BY COMMISSION MEMBER ALLEY TO SET THE SALARY FOR THE MAYOR AT \$128,400.00 EFFECTIVE JULY 1, 2015.

ROLL CALL VOTE: HUGGLER-YES; SPEAKER-YES; ALLEY-YES; BERRYMAN-YES; HARKINS –YES. MOTION CARRIED 5-0.

MOTION BY COMMISSION MEMBER BERRYMAN SUPPORTED BY COMMISSION MEMBER HARKINS TO SET THE SALARY FOR THE CITY CLERK AT \$87,066.00 EFFECTIVE JULY 1, 2015. ROLL CALL VOTE: SPEAKER-YES; ALLEY-YES; BERRYMAN-YES; HARKINS- YES; HUGGLER-YES. MOTION CARRIED 5-0.

MOTION BY COMMISSION MEMBER ALLEY, SUPPORTED BY COMMISSION MEMBER HARKINS TO SET THE SALARY FOR THE COUNCIL PRESIDENT AT \$26,640.00 EFFECTIVE JULY 1, 2015. ROLL CALL VOTE: ALLEY-YES; BERRYMAN-YES; HARKINS-YES; SPEAKER- YES; HUGGLER-YES. MOTION CARRIED 5-0.

MOTION BY COMMISSION MEMBER HARKINS, SUPPORTED BY COMMISSION MEMBER BERRYMAN TO SET THE SALARY FOR THE COUNCIL VICE PRESIDENT AT \$25,140.00 EFFECTIVE JULY 1, 2015. ROLL CALL VOTE: ; BERRYMAN-YES; HARKINS- YES; SPEAKER- YES; ALLEY- YES; HUGGLER- YES. MOTION CARRIED 5-0.

MOTION BY COMMISSION MEMBER ALLEY, SUPPORTED BY COMMISSION MEMBER SPEAKER TO SET THE SALARY FOR THE CITY COUNCIL MEMBER AT \$24,240.00 EFFECTIVE JULY 1, 2015. ROLL CALL VOTE: HARKINS- YES; SPEAKER- YES; ALLEY-YES; BERRYMAN – YES; HUGGLER – YES. MOTION CARRIED 5-0.

MOTION BY COMMISSION MEMBER SPEAKER, SUPPORTED BY COMMISSION MEMBER ALLEY TO APPROVE THE ELECTED OFFICIALS SUMMARY OF FRINGE BENEFITS 2015. ROLL CALL VOTE: SPEAKER-YES; ALLEY-YES; BERRYMAN-YES; HARKINS- YES; HUGGLER-YES. MOTION CARRIED 5-0.

Mr. Kulhanek detailed the process for the Commission to review and approve the last set of minutes, March 5, 2015. The recording secretary will complete the minutes and email them to all Commissioners. After a two week period, if no one responds indicating corrections are needed, they will be deemed approved. If corrections are required, the secretary will make the changes and email them back to all Commissioners. Another two week period starts at that point to allow Commissioners time to respond indicating further corrections. The process will continue as noted above until no changes are requested. At that time, the minutes will be deemed approved and submitted to the City clerk.

MOTION BY COMMISSION MEMBER HARKINS, SUPPORTED BY COMMISSION MEMBER SPEAKER TO FOLLOW THE ABOVE STATED FINAL MINUTES PROCESS. MOTION CARRIED 5-0.

The Commission reviewed the fringe benefits section, with Mr. Kulhanek highlighted the updates that were made to bring the details in compliance with the current insurance plans. There was a correction made to page 7 of the documents, item 2) -...City transferring monies into the Plan which shall default to the fund designated as the default fund.

Council Staff made the changes to the recommendation letter and presented the document to the Committee for signature. The Commission changed the wording in RECOMMENDATION from “The Commission determines that annual salaries, and respective effective dates, shall be as follows.” to “The Commission determines that annual salaries, effective July 1, 2015, shall be as follows.”

Commission Member Comments

No comments

ITEMS UNDER SUSPENSION OF THE RULES

No discussion

OTHER

No discussion

PUBLIC COMMENT

No comments

ADJOURN

Adjourned at 1:49 p.m.

Respectively submitted by:

Sherrie Boak, City Council Office Manager

Approved by Committee on April 3, 2015 (per directions in minutes)